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AF FORM 144a

GPO : 1984 O - 456-269

S E C R E T T-19-11
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(U) SUBJECT: Data Request, National Academy for Public Administration (NAPA) Study of Intelligence Personnel Systems.

(U) Question 11. Costs of Pay and Benefits: In gross terms, what are the costs of compensation in the agency? Please provide the following data:

(U) - What was the total amount spent on human resources for the staff of the agency in the most recently completed fiscal year -- embracing all forms of compensation (basic pay, allowances, supplements, additions, overseas allowances, plus employee benefits paid by the agency) for all employees (nonsupervisory, supervisory, managerial, executives).

(S) Answer: The total Defense Intelligence Agency (DIA) civilian pay for FY 1987 is \$139,357 thousand dollars. The DIA does not have cost data for assigned Military Personnel.

(U) - Has the amount spent on compensation been stable, increasing, or decreasing during the last five years? Does the amount of change in spending correlate with changes in staffing levels during the same period, or is the amount of change disproportionate with changes in staffing?

(S) Answer: The amount spent on DIA personnel compensation has increased over the last five years primarily due to congressionally approved manpower increases. Additional increases have been the result of annualized base pay, pay raises, special clerical, scientific and ADP pay rates.

(U) - Indicate the percent of the total personnel costs that went into salaries and allowances, i.e., the payroll of the agency. Has this percentage been stable, increasing, or decreasing during the last five years? What accounts for the changes, if any?

(S) Answer: The DIA personnel costs represent approximately forty seven per cent (47%) of Operation and Maintenance funds. This has been relatively stable over the last five years.

(U) - Indicate the percent of the total personnel costs that was spent on performance awards, bonuses, or other incentive payments related to work performance. Has this percentage been stable, increasing, or decreasing during the last five years? What accounts for the changes, if any?

(S) Answer: The DIA costs represent an expense of less than one per cent (.17%) of agency payroll funds which has been stable over the last five years.

(U) - Indicate the percent of total personnel costs spent on extra pay and allowances for employees stationed abroad. Has this percentage been stable, increasing, or decreasing during the last five years? What accounts for the changes, if any?

(S) Answer: The DIA costs represent an expense of less than one per cent (.17%) of agency payroll funds which has been stable over the last five years.

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(U) - Indicate the percent of total personnel costs spent on basic employee benefits -- health insurance, life insurance, and retirement. (If possible, break this down further to distinguish between health insurance spending, life insurance spending, and retirement spending by the agency.). Has this percentage been stable, increasing, or decreasing during the last five years? What accounts for the changes, if any?

(S) Answer: The DIA costs represent expenses for health insurance (1.99%), life insurance (.17%) and retirement (8.79%) of agency payroll funds. Other than mandated increases in government - wide health insurance and the implementation of the new Federal Employee Retirement System (FERS) for new employees, these costs have been stable for the past five years.

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